



Request for City Council Committee Action from the Department of Human Resources

Date: January 11, 2012

To: Council Member Betsy Hodges
Chair, Ways and Means Committee

Subject: Convention Center Unit, Minnesota Teamsters Public and Law
Enforcement Employees Union, Local No. 320

Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the executive summary of the collective bargaining agreement between the City and the Convention Center Unit, represented by the Minnesota Teamsters Public and Law Enforcement Employees Union, Local No. 320; further recommends that proper City officers be authorized to prepare and execute a collective bargaining agreement consistent with the terms of the executive summary; further recommends that the Human Resources Director be authorized to implement the terms and conditions of the collective bargaining agreement upon its execution.

Department Information

Prepared by: Perry Palin, Labor Relations Coordinator

Approved by: _____
Pam French, HR Director Steven Bosacker, City Coordinator

Presenters in Committee: Timothy Giles, Perry Palin

Financial Impact

Other financial impact—Collective Bargaining Agreement

Supporting Information

See Attached Executive Summary

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND
MINNESOTA TEAMSTERS PUBLIC AND LAW ENFORCEMENT UNION, LOCAL 320
CONVENTION CENTER UNIT
Expiration Date: December 31, 2010
Number of Employees in Unit: 113
Annual 2010 Base Payroll: \$4,229,915
Based on demographics on 12/31/2010**

Market: Internal: wages – High; External: High; Total Compensation - High

Recruitment: No issues identified

Retention: No issues identified

Performance management impediments in the CBA: None identified

Issues/Concerns: None

Tentative Agreement Components:

Duration: 24 month agreement, January 1, 2011 – December 31, 2012

Economic Issues

Effective January 1, 2011

- Freezes the wage schedule
- Allows regular step progression

Effective January 1, 2012

- Freezes the wage schedule
- No step progression allowed
- Increase premium for Working Foreman to reflect higher responsibility when a level of direct line shift supervisors was eliminated
- Reduces full time benefit threshold from 35 to 32 hours per week

Non-Economic Issues:

- Updates FMLA language to reflect 2009 changes in federal regulations
- Renews Drug and Alcohol Testing, Job Bank, and other City-wide LOAs and Attachments
- Housekeeping for dates, titles, etc.